

Peer follow up response research paper example

[Literature](#), [Russian Literature](#)



Response to Note One

Indeed, organizational effectiveness and performance at large is influenced by many factors. These factors are not limited to employee`s technical knowledge, motivation, development, and existence of an ethical climate. As stated in note one, it is true that the ethical climate of a firm is affected by the existing organizational culture antecedents. Services of industrial/organizational psychologists, on the other hand, are sought in order erect an organizational plan that will ensure an ethical climate is realized. Nonetheless, it is essential to appreciate the fact that the ethical climate can positively or negatively affect the organization`s performance. This is because people react to changes in through different means. It is, therefore, essential to first seek the views of employees in order to verify their general feelings about the identified antecedents and their influence on ethics at large. As such, I concur with the message brought about by the writer in note one due to the fact that people react differently in case of changes.

Response to Note Two

Currently, human resource is considered as one of the major factors that ensure an organization`s productivity. This has led to the introduction of strategic human resource department that ensures the recruitment and retention of productive employees. Most firms invest so much time and effort in the recruitment and selection of employees. This is because there is a need to recruit people who will positively contribute towards the vision and mission of an organization. Industrial/Organizational psychologists who are

mandated with designing recruitment processes should, therefore, include assessments that can predict an employee's intention based on ethics. This is significant as it will in turn ensure employees recruited are those who can maintain an ethical work climate. Moreover, it is essential to appreciate the fact that an ethical climate cannot be achieved with the existence of employees who lack good intentions based on ethics categories.

Nonetheless, industrial psychologists should be careful so as not to judge a productive employee wrongly since this may lead to recruitment of unqualified employees.

Response to Note Three

Industrial/Organizational psychologists have various tasks within an organization. These include designing recruitment procedures, ensuring employees' satisfaction, developing training and development programs, developing ethical work climates, and even assessing jobs and performance management. All these duties are carried out with one aim of ensuring employees productivity which will in turn lead to an organizational improved performance and profitability. Indeed, it is essential that industrial/organizational psychologists are armed with adequate knowledge and experience. This is because should be able to accurately provide useful knowledge in relation to employees attributes, knowledge, personalities, and abilities. It is significant to accurately offer the right recommendations so as to ensure positive results and reactions from employees who are the main target. Additionally, employees are human beings whose reactions cannot be predicted with certainty. On the other hand, organizations differ from each other. As such, industrial/organizational psychologists must be widely

knowledgeable in order to offer recommendations based on various settings. As such, I highly agree with all the assertions made in note three in relation to how knowledgeable industrial psychologists should be.

Response to Note Four

Indeed industrial/organizational psychologists are at times faced with various challenges in their course of practise. One such challenge can be the lack of training and knowledge in a specific area. From the note, I concur with the writer`s assertions that as an industrial/organizational psychologist, one can seek the services of another psychology who is trained in that particular field. For instance, in this scenario, it was necessary for the industrial/organizational psychologist to seek the services of a clinical psychologist. This is because the assignment involved clinical assessment which was not part of the organizational psychologist. Moreover, I agree to the fact that the author brought out a highly essential obligation, that is, informing the client of the necessity to hire a clinical psychologist. This is because some clients may not assent to such arrangements. As such, it is ethical to inform a client of the need to include other parties while conducting an assignment.

Summary

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